

## **APPENDIX A STEP PROGRESSION**

1. All step increases are based upon satisfactory performance during previous service.

2. Step Progression: Employees covered by this collective bargaining agreement who start at step 1, shall automatically (consistent with other provisions of this collective bargaining agreement and the wage chart attached) advance from step 1 to step 2 upon completion of 6 months of service regardless of the length of probation. Except that where the attached wage chart differs from this section, the wage chart prevails.

Thereafter, the employee will receive a step increase according to the wage addendum until they have reached the top step of their range. The department has the right to place employees on probation for a period of up to one year.

3. Satisfactory performance shall mean overall rating of “Meets Standards” or “Exceeds Standards” on the employee performance evaluation utilized by the department.

4. If the performance of the employee is rated “Unsatisfactory” or “Improvement Needed” on any factor or overall rating, specific facts on which the rating is based must be provided; such facts shall include time, place and frequency of unacceptable performance.

5. The employee, if denied a step increase, shall be placed on either monthly or quarterly evaluations and at such time that the employee’s performance becomes “Satisfactory” as defined supra, the employee shall receive the previously denied step increase the first of the month following attaining a “Satisfactory” evaluation. The date on which an employee would be entitled to a future step increase will not be affected by the above action.

6. Temporaries: Term Limited Temporary Employees shall also automatically advance through the Steps of their salary range, but do not pass probation, and are not subject to a just cause requirement. True temporaries shall not receive step increases.

7. New King County Career Service employees, who have relevant experience as temporary employees either as true temporaries or as term limited temporaries with King County in the same classification to which they are hired, should be given appropriate credit for such prior service with respect to step placement.

8. The parties agree that Article 7 and Addendum “A” of this collective bargaining agreement gives the Department the discretion to place employees with or without prior King County service in a classification at the step the department believes is appropriate, consistent with other collective bargaining agreement provisions and King County Personnel Rules. This applies whether the employee is a new employee, a lateral hire, a new Career Service employee, a transfer or a promoted employee.